



Approved For Release 2002/04/01 : CIA-RDP82-00357R000300040047-8

PERMS 75-2386

UNITED STATES CIVIL SERVICE COMMISSION
BUREAU OF POLICIES AND STANDARDS
WASHINGTON, D.C. 20415

IN REPLY PLEASE REFER TO

YOUR REFERENCE

F.W.M. Janney
Director of Personnel
Central Intelligence Agency
Washington, D.C. 20505

Dear F.W.M. Janney

We request that you review and comment on the attached proposed revisions to Parts 771 and 772 of our regulations (5 Code of Federal Regulations) and the corresponding chapters of the Federal Personnel Manual.

These revisions have been prepared partially in response to a request from the Federal Labor Relations Council that the Commission resolve an issue concerning the representation of supervisors by union officials under agency grievance systems and in appeals to the Commission. The Council considered this question during its most recent review of the Federal Labor-Management Relations Program and concluded that the matter was not appropriate for resolution by amendment of Executive Order 11491, as amended, but was a question of management policy to be determined by the Commission working with agencies concerned. (See Report and Recommendations of the Federal Labor Relations Council on the Amendment of Executive Order 11491, as amended, Labor-Management Relations in the Federal Service, January 1975.)

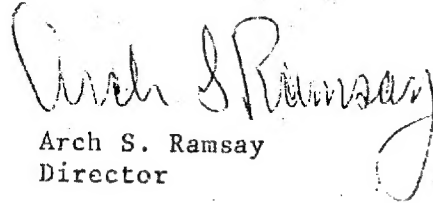
While our proposed revisions encompass the question of supervisors' representation by union officials, they are directed more broadly at identifying and eliminating conflict of interest in the employee's choice of representative in whatever form that conflict may take. The proposed revisions also contain some new material on making Federal employees available as witnesses in appellate proceedings and on the treatment of testimony that may have been rebutted by such witnesses when they are not made available for reasons deemed inadequate by the presiding officer.

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THE MERIT SYSTEM—A GOOD INVESTMENT IN GOOD GOVERNMENT

In order that we may give full consideration to your views, we need to receive your comments by November 10, 1975.

Sincerely yours,

A handwritten signature in cursive script, reading "Arch S. Ramsay". The signature is written in dark ink and is positioned above the printed name and title.

Arch S. Ramsay
Director